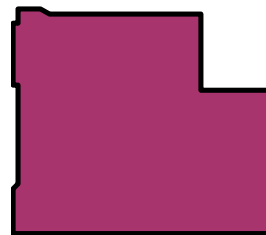
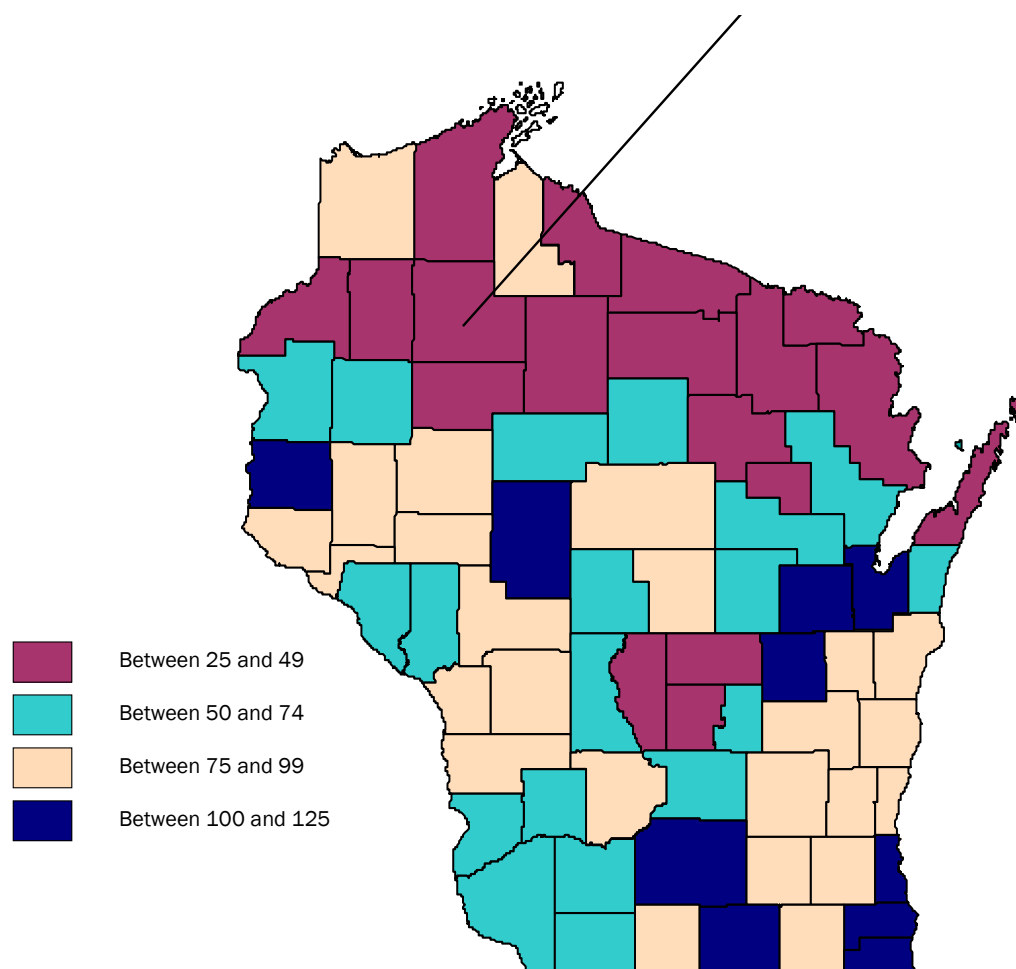


# Sawyer County Workforce Profile



The number of residents aged 25-29 years for every  
100 residents aged 60-64 years in year 2025



Source: Wisconsin Department of Administration, Demographic Services Center and the U.S. Bureau of Census.

For comparison, it is projected that there will be 90 residents aged 25-29 for every 100 residents aged 60-64 in Wisconsin in 2025. Nationally, it is projected that there will be 101 residents aged 25-29 for every 100 residents aged 60-64. In 2003, Wisconsin had 146 residents aged 25-29 for every 100 aged 60-64.



## County Population

The population in Sawyer County continued to increase at a faster pace than the nation and Wisconsin and ranked 11th fastest growing among the state's 72 counties. From Census 2000 to January 2004 the population in Sawyer County increased 5.1 percent by adding 831 residents. All but three of the 21 municipalities in the county added residents and five of the ten largest municipalities out-paced the percent increase of

fertility rate (see glossary) in the county of 60.6 is higher than the rate of 58.7 in Wisconsin. This points to migration of a relatively younger population, still in their child-bearing years, and the population projections build on a continuation of that trend. The projections also include an increase in the older populations who are attracted to the county as a place to retire.

The overwhelming trend in the county is toward an older population that will out-number a younger population. Roughly one-quarter of the population is currently over 60 years old, but by 2030 that share expands to nearly 40 percent. In contrast, 29 percent of the current population is under 25 years old and that shrinks to 23 percent by 2030. This trend is dramatized in the bottom graph where the 'hill' created by baby-boomers rises above all other age groups and continues to dwarf other ages in the next 25 years.

### Total Population

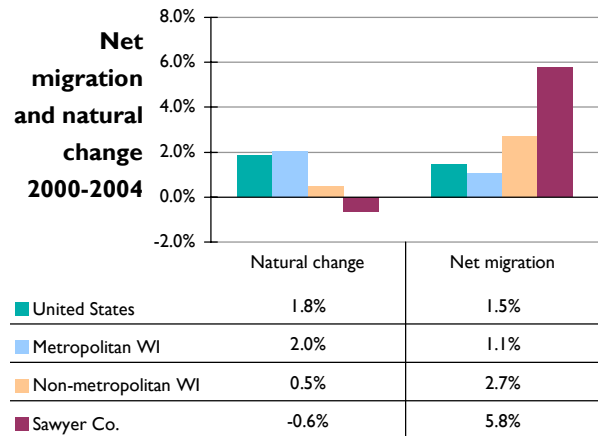
	April 2000 Census	Jan. 1, 2004 estimate	Numeric change	Percent change
<b>United States</b>	281,421,906	292,287,454	10,865,548	3.9%
<b>Wisconsin</b>	5,363,715	5,532,955	169,240	3.2%
<b>Sawyer County</b>	16,196	17,027	831	5.1%
<b>Largest Municipalities</b>				
Hayward, Town	3,279	3,440	161	4.9%
Bass Lake, Town	2,244	2,340	96	4.3%
Hayward, City	2,129	2,230	101	4.7%
Lenroot, Town	1,165	1,248	83	7.1%
Winter, Town	969	1,060	91	9.4%
Round Lake, Town	962	1,040	78	8.1%
Hunter, Town	765	826	61	8.0%
Sand Lake, Town	774	825	51	6.6%
Edgewater, Town	586	596	10	1.7%
Radisson, Town	465	480	15	3.2%

Source: Wis. Dept. of Administration, Demographic Services and U. S. Census Bureau

the county. These municipalities, as well as the county, are growing so fast because they attract new residents who migrate to the area.

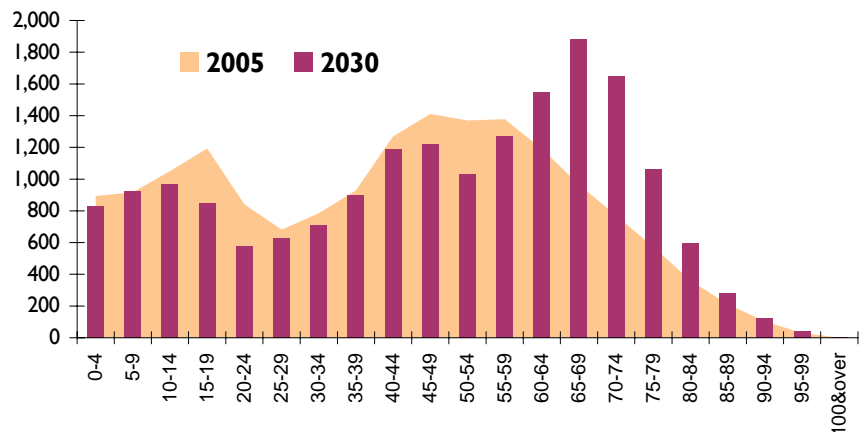
In fact, all of the increase in county population is attributed to net migration, more people moving to the county than leaving the county. The migration rate in Sawyer County of 5.8 percent greatly exceeded the Wisconsin rate of 1.6 percent and the rate in other non-metropolitan counties in the state. A significant share of the net migration to non-metropolitan counties occurs in counties adjacent to metro areas and near state borders. For many counties, including Sawyer, this means an inflow of older residents even as many youth leave when they graduate from high school.

Not all of the new residents move to the county to retire, however, some move to Sawyer County to start and raise families. Even though there were more deaths than births in the county from 2000 to 2004, the



Source: WI Dept. of Admin., Demographic Services and U. S. Census Bureau

### Population by Age Groups in Sawyer County



Source: WI Dept. of Administration, Demographic Services

## Future Population and Labor Supply

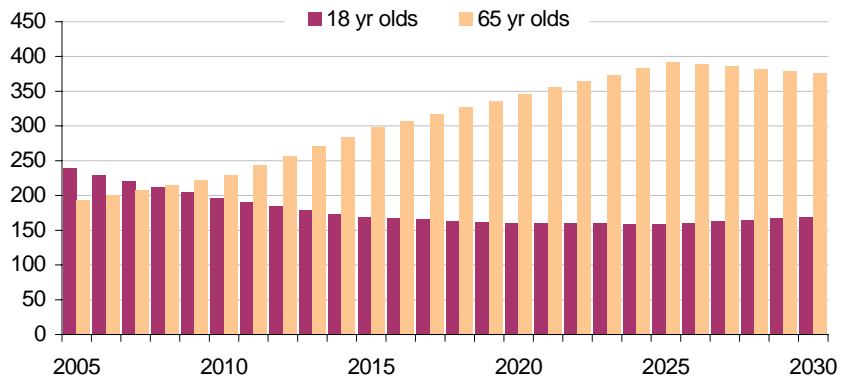
The impact of an aging population is perhaps more obvious in terms of services that they will require. But it also impacts the availability of labor. Assuming that 65 years old represents an average age of retirement and that 18 years old represents high school graduation then a plot of the number of these residents points to a time when the first group exceeds the second group in number. That convergence occurs in 2008 in Sawyer County.

As residents age, their participation in the labor force declines. Labor force participation rates (LFPR, see glossary) among the population 25 to 50 years of age generally exceed 80 percent in Sawyer County. But, after 55 years the LFPR begins to drop and by 60 years it is under 50 percent. The number of residents may increase but as the population ages the labor force will decline.

Although county population growth will slow it is not projected to decline during the projection period. However, because a greater share of the population will be over 50 years old, an age when labor force participation drops off, the size of the labor force is projected to decline. The three columns in the chart on the right illustrate labor force composition and size. Most notable is the increasingly larger sections representing workers over 65 years in the top sections and the smaller sections for the younger age groups on the bottom.

This projection uses national assumptions that included a slight increase in the participation rates of older residents but

**Convergence of 18 & 65 year old population in Sawyer County**

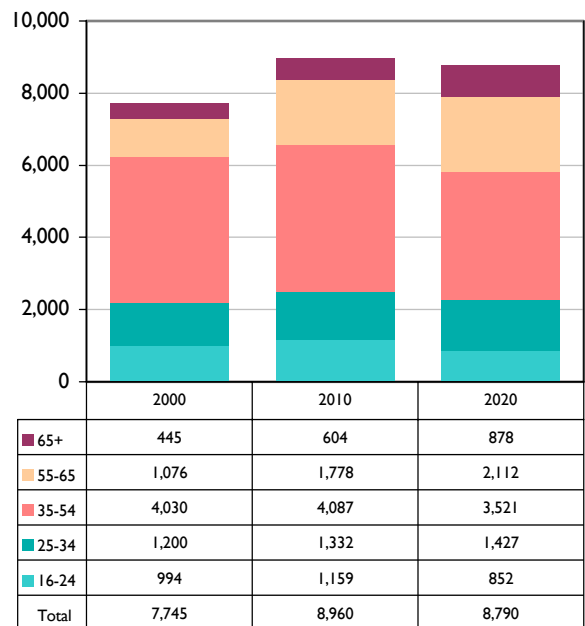


Source: WI Dept. of Administration, Demographic Services

did not factor in the declining participation rates of white residents; and, the population in Sawyer County is 82 percent white, less than in Wisconsin. The largest ethnic group, American Indian, comprises 16 percent of the total population.

Two broad scenarios arise from the disparity in age and ethnicity: 1) there will be labor shortages due to retirements and the lack of replacement workers especially in occupations that rely on younger workers or require specialized skills; and 2) the aging population will impact the economy as an elderly population demands changes in the types of goods and services provided in local communities.

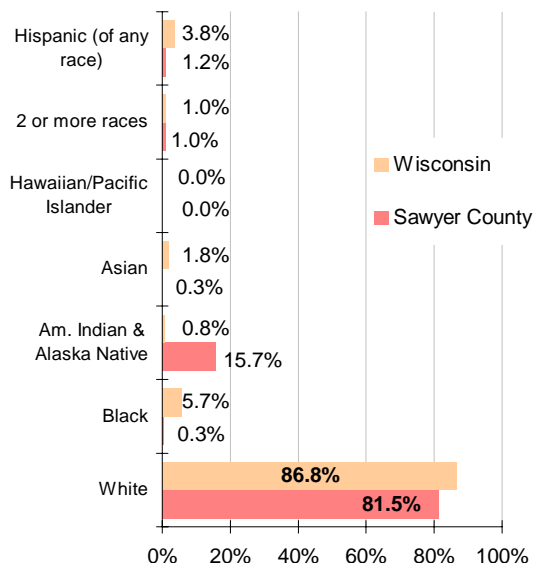
**Sawyer County Labor Force Projections by Age**



Decade change	51.2%	15.7%	-1.9%
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Source: DWD, Office of Economic Advisors, August 2004

**Race and ethnic distribution**



Source: U.S. Census Population Characteristics Estimates, 2002

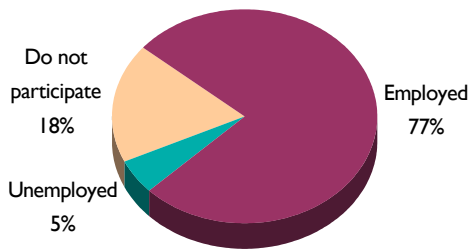
## Current Labor Force

Labor force participation represents the share of population that is 16 years old and older that is either employed or unemployed. Participation rates in Wisconsin and the United States in 2003 were 72.9 and 66.3 percent, respectively.

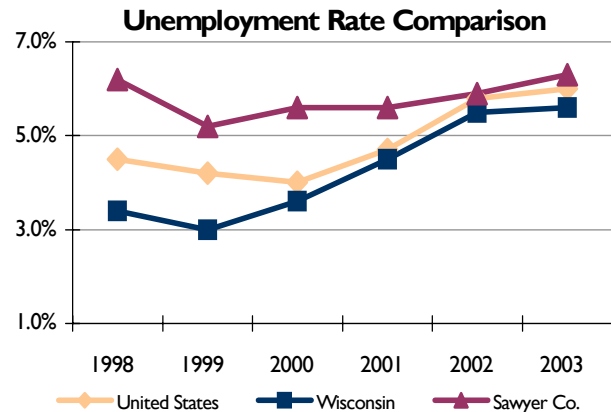
In Sawyer County the participation rate was 81.9 percent. That means that 18 percent of the population 16 years old and older did not participate. That includes some students and individuals who choose not to work including retirees. As

fewer new job seekers to the labor force during the last recession is one of the reasons unemployment rates remained as low as they did. The unemployment rate in Sawyer County in 2003 was 6.3 percent compared to a 18.4 percent unemployment rate following the 1981-82 recession when the baby-boomers were entering the labor force in droves.

**Labor force participation in Sawyer County**



Source: DWD, Office of Economic Advisors, July 2004



the population ages, more retirees will be included in the non-participating category by choosing not to work and the overall labor force participation rate will decline.

There will also be fewer new entrants to the labor force who are seeking first-time jobs and, consequently, fewer included among the unemployed. That, in turn, will produce lower unemployment rates. The fact that there were

**Sawyer County Civilian Labor Force Data**

	1998	1999	2000	2001	2002	2003
Labor Force	9,189	9,142	9,602	10,081	10,591	10,414
Employed	8,616	8,668	9,068	9,513	9,968	9,753
Unemployed	573	474	534	568	623	661
Unemployment Rate	6.2%	5.2%	5.6%	5.6%	5.9%	6.3%

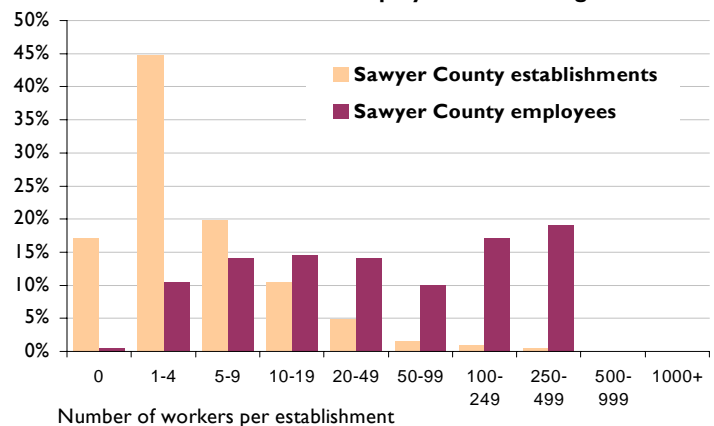
Source: WI DWD, Bur. of Workforce Information, Local Area Unemployment Statistics, 2003

## Employers by Size

Nationwide, about 80 percent of the employers have fewer than 20 employees. In the State of Wisconsin the share of employers with fewer than 20 workers jumps to 85 percent and in Sawyer County it increases to 92 percent. In contrast the share of jobs provided by employers with fewer than 20 employees is much smaller. In the nation, 27 percent of the jobs are with employers with fewer than 20 workers, in Wisconsin that drops to 22 percent, and in Sawyer County 39 percent of jobs, 2,710 out of 6,920, are with employers in this size range.

Nearly one-quarter of the jobs in Sawyer County, 24 percent, are with employers with 20-99 jobs, however, only six percent of the employers are in this size range. The average employer in Sawyer County has 9 employees, compared with 17 employees in Wisconsin and 13 in the United States.

**Share of establishments & employees in size range in 2003**



Source: DWD, Bureau of Workforce Information, Table 221, July 2004

## Industry & employers by size

The four largest employers in Sawyer County are in the public sector. Enterprises owned by the Lac Courte Oreilles Band are coded as public sector operations and three of those operations are among the ten largest employers in the county. While employment with tribal government is part of the largest industry in the county, jobs with the LCO Casino are coded with other employers in amusement, gambling and recreation. Most of the other employers are small, however,

and the data is suppressed (see glossary).

The third largest industry, food services and drinking places is not represented by a large employer. Most employers in this industry are small, the average size is 9, but together they provide nearly 540 jobs. Louisiana Pacific Corp. is the only manufacturing employer on the top ten list but there are no manufacturing industries included on the industry list.

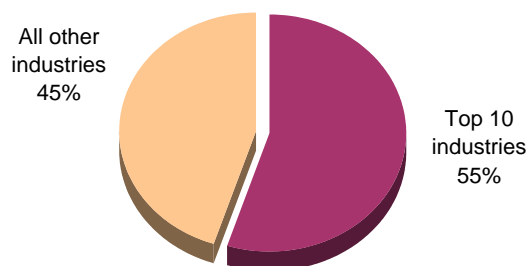
### Top 10 Industries in Sawyer County

Industry	March 2004		Numeric Employment Change	
	Establishments	Employees	2003-2004	1999-2004
Executive, legislative, & gen government	25	759	-1	65
Educational services	6	735	38	118
Food services & drinking places	62	544	46	50
Amusement, gambling & recreation ind	suppressed	suppressed	not avail.	not avail.
Food & beverage stores	7	262	-2	-91
General merchandise stores	5	260	-5	186
Hospitals	suppressed	suppressed	not avail.	not avail.
Management of companies & enterprises	suppressed	suppressed	not avail.	not avail.
Professional & technical services	35	184	54	43
Credit intermediation & related activity	7	154	2	15

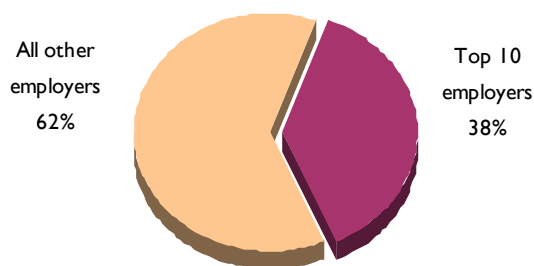
### Top 10 Employers in Sawyer County

Establishment	Product or Service	Size (Dec. 2003)
Lac Courte Oreilles Casino & Conv. Center	Casinos, except casino hotels	250-499 employees
County of Sawyer	Executive, legislative, & gen. government offices	250-499 employees
Lac Courte Oreilles Tribal	Tribal governments	250-499 employees
Hayward Community School District	Elementary and secondary schools	250-499 employees
Medical Services Inc.	General medical and surgical hospitals	100-249 employees
Wal-Mart Associates Inc.	Discount department stores	100-249 employees
Louisiana Pacific Corp.	Veneer and Plywood Manufacturing	100-249 employees
Northern Lakes Coop.	Supermarkets and other grocery stores	100-249 employees
Lac Courte Oreilles Ojibwe School	Elementary/secondary schools, junior colleges	100-249 employees
Marketplace Foods Inc.	Supermarkets and other grocery stores	50-99 employees

Share of jobs in top 10 industries in Sawyer County



Share of Sawyer County jobs with top 10 employers

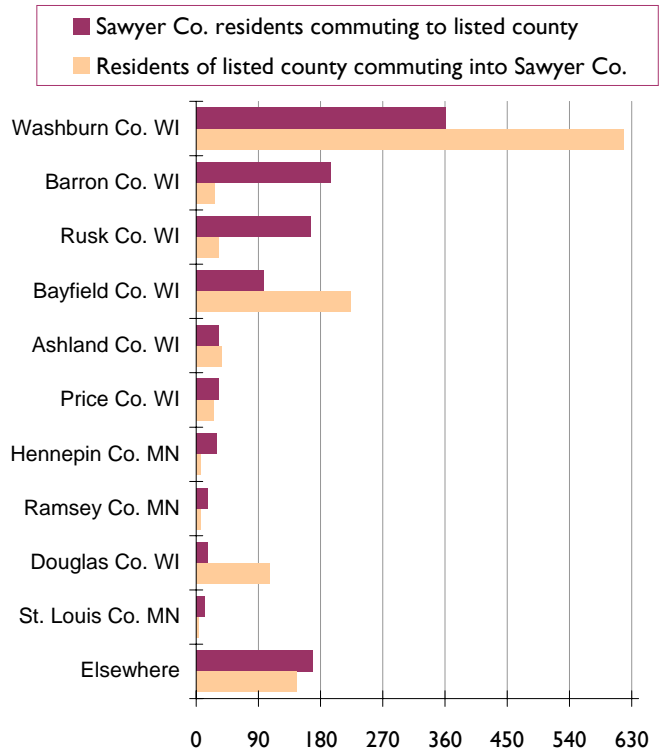


## Commuting

The commuting interaction that Sawyer County has with surrounding counties shows a net gain of 103 workers, meaning that more workers travel into the county for jobs with local employers than leave the county to work in neighboring communities.

Approximately 1,130 Sawyer County residents, 16 percent of the workers who live in the county, traveled out of the county for a job. Nearly one in every three workers who left the county headed for employers in Washburn County and another third traveled to Barron and Rusk counties. The most popular destination was the City of Rice Lake (Barron Co.), but there are other popular destinations for workers who leave Sawyer County for jobs including Shell Lake, Birchwood, and Ladysmith. Residents who travel out of the county for a job are included in the labor force estimates for Sawyer County.

Employers in Sawyer County attract 1,230 workers to jobs in the county, more than the number who travel to neighboring communities for work. Most of the incoming workers are residents of Washburn and Bayfield counties. No matter where they reside workers from other communities are headed to the City and Town of Hayward. Employers in the area in and around Hayward attract 86 percent of inbound commuters.



Source: U.S. Census 2000, Special tabulations: Worker Flow Files

## Key occupations & wages

The jobs in Sawyer County shares some characteristics with neighboring counties and those similarities were used to define a labor supply area. This includes wages for some of the occupations with the most employment in that area. It is significant because these 20 occupations provide approximately 19,000 jobs, or 43 percent of total employment, in the combined county area.

Each occupation includes a mean (average) and median (50<sup>th</sup> percentile) hourly wage probably the most frequently requested wage information. If the mean and median are relatively close the labor market for that occupation is probably tight.

Eleven of the 20 occupations typically require only short-term training and, for the most part, have a mean hourly wage under \$10/hour. There are also jobs on this list that typically require only moderate to long-term training periods and have mean wages that exceed \$10/hour. Only the two highest paying jobs typically require college degrees.

Occupation title	Hourly Wages			
	Mean	Percentile		
		25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>
Cashiers	\$7.93	\$6.24	\$7.07	\$8.67
Truck drivers, heavy & tractor-trailer	\$17.31	\$12.88	\$17.20	\$20.94
Retail salespersons	\$8.83	\$6.64	\$7.84	\$9.78
Carpenters	\$13.91	\$7.07	\$14.28	\$17.43
Janitors & cleaners, except maids & hskpg. cleaners	\$9.54	\$7.51	\$8.75	\$11.40
Waiters & waitresses	\$8.26	\$6.15	\$7.07	\$8.93
Bartenders	\$7.80	\$7.08	\$7.73	\$8.37
Secretaries, except legal, medical, & executive	\$9.94	\$7.72	\$9.34	\$12.22
Comb. food prep. & serving workers (fast food)	\$7.19	\$6.12	\$6.94	\$8.06
Nursing aides, orderlies, & attendants	\$10.19	\$8.91	\$10.19	\$11.35
Bookkeeping, accounting, & auditing clerks	\$11.60	\$8.94	\$11.58	\$13.75
Office clerks, general	\$9.93	\$7.98	\$9.55	\$11.62
Maids & hskpg. cleaners	\$7.75	\$6.55	\$7.64	\$8.78
Cooks, short order	\$6.77	\$5.88	\$6.41	\$6.94
Personal & home care aides	\$8.73	\$7.91	\$8.71	\$9.65
Automotive service technicians & mechanics	\$15.59	\$11.44	\$16.06	\$19.62
Maintenance & repair workers, general	\$12.57	\$9.16	\$11.96	\$15.28
Sales reps., whsl/mfg. except tech. & scientific prod.	\$19.12	\$12.63	\$15.65	\$22.16
Registered nurses	\$21.69	\$18.60	\$20.83	\$24.29
General & operations managers	\$34.27	\$20.21	\$28.43	\$42.93

Sawyer County is part of an area which includes Ashland, Bayfield, Douglas, Iron, Sawyer, Vilas and Washburn counties.

Source: DWD, Office of Economic Advisors, special tabulation using EDS and OES 2003

## Employment and Wages

The number of payroll jobs in Sawyer County declined 0.9 percent, or 61 jobs, from 2002 to 2003 slightly worse than the reduction of -0.2 percent in Wisconsin. Manufacturing employment declined 6.2 percent, compared with a -4.2 percent change in the state, with the loss of 33 jobs. Annual average wages in manufacturing rose 6.6 percent, however. This often occurs when those most recently hired, and least paid, are the first laid off. Even with that increase, manufacturing wages in Sawyer County are only 66 percent of wages for similar work in Wisconsin.

Several factors influence average wages in industries including seasonal and temporary employment which is prevalent in the county, occupation composition (professional and technical jobs generally have higher wages than clerical and service occupations), job tenure (those with more seniority are paid more than new hires), average workweek (full or part-time).

Seasonal and part-time work also prevail in the leisure and hospitality industry, but here the average annual wage of \$14,520 surpasses the state average for the industry. The share of jobs in leisure and hospitality, roughly 20 percent,

### Average Annual Wage by Industry Division in 2003

	Average Annual Wage Wisconsin	Average Annual Wage Sawyer County	Percent of Wisconsin	1-year % change
All Industries	\$ 33,423	\$ 23,965	71.7%	4.3%
Natural resources	\$ 25,723	\$ 24,032	93.4%	9.7%
Construction	\$ 40,228	\$ 26,966	67.0%	1.6%
Manufacturing	\$ 42,013	\$ 27,855	66.3%	6.6%
Trade, Transportation, Utilities	\$ 28,896	\$ 22,894	79.2%	7.2%
Information	\$ 39,175	\$ 19,529	49.9%	5.1%
Financial activities	\$ 42,946	\$ 31,390	73.1%	10.2%
Professional & Business Services	\$ 38,076	\$ 38,178	100.3%	6.0%
Education & Health	\$ 35,045	\$ 28,473	81.2%	0.9%
Leisure & Hospitality	\$ 12,002	\$ 14,520	121.0%	2.0%
Other services	\$ 19,710	\$ 18,530	94.0%	4.7%
Public Administration	\$ 35,689	\$ 22,949	64.3%	2.5%

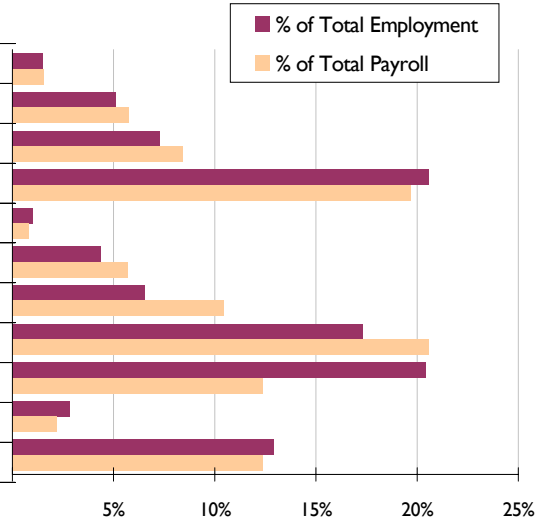
Source: WI DWD, Bureau of Workforce Information, Quarterly Census of Employment & Wages

matches the share of jobs with trade, transportation and utilities employers but the latter has a much higher share of total payroll, 20 percent, in the county. The highest payroll in the county is with education and health employers which in this instance includes both public and private education.

The average wage in all industries in Sawyer County of \$23,965 was only 72 percent of the state average wage. Average wages in the county rose 4.3 percent from 2002 to 2003 compared with an increase statewide of 3.1 percent.

### 2003 Employment and Wage Distribution by Industry in Sawyer County

	Employment Annual average	1-year change	Total Payroll	
Natural Resources	106	6	\$ 2,547,397	
Construction	354	7	\$ 9,545,992	
Manufacturing	503	-33	\$ 14,011,224	
Trade, Transportation, Utilities	1,426	-29	\$ 32,647,339	
Information	70	-2	\$ 1,367,025	
Financial Activities	302	-22	\$ 9,479,850	
Professional & Business Services	455	9	\$ 17,370,836	
Education & Health	1,199	15	\$ 34,138,589	
Leisure & Hospitality	1,415	0	\$ 20,545,734	
Other services	198	-1	\$ 3,668,891	
Public Administration	896	-11	\$ 20,562,745	
Not assigned	0	0	0	
All Industries	6,922	-61	\$ 165,885,622	



Source: WI DWD, Bureau of Workforce Information, Quarterly Census Employment and Wages, June 2004



## Per Capita Personal Income

Per capita personal income (see glossary) increased 4.8 percent in Sawyer County in 2002, faster than in the United States, Wisconsin and other non-metropolitan counties in the state. Even with the increase, the PCPI in the county is only 80 percent of PCPI in Wisconsin and 77 percent of the United States. The Sawyer County PCPI ranks 46<sup>th</sup> out of 72 counties in the Wisconsin.

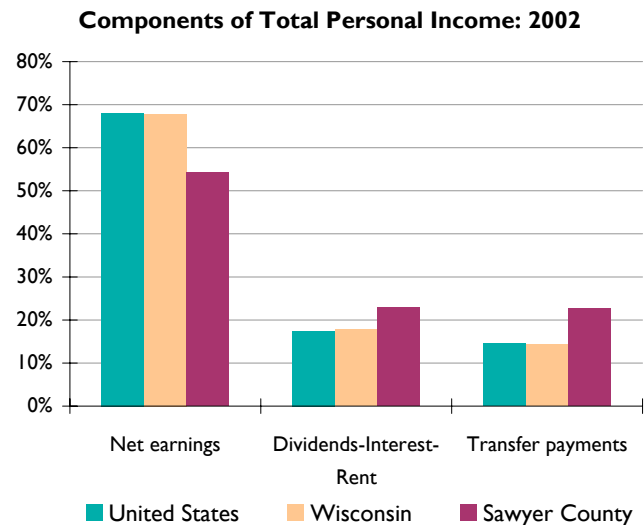
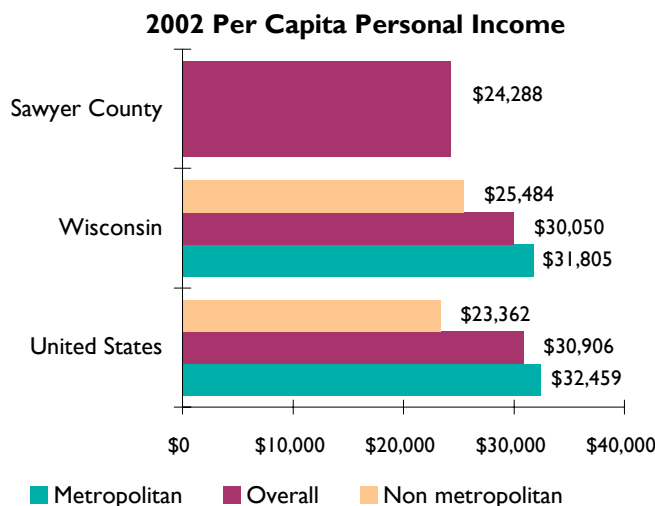
The greatest share of total personal income is net earnings from jobs, both in and out of the county, self-employment and proprietorships. Not only are annual average wages considerably lower than in Wisconsin but the share of total per-

sonal income from net earnings of 54 percent in Sawyer County is well below the 68 percent of both the state and nation. In contrast dividends, interest and rent and transfer payments comprise a much larger share.

While PCPI is often used as a comparative income measure it should be remembered that population is also a key component. PCPI is the result of dividing total income by total population. Most income is earned by residents over 18 years old but the younger population is still included in the formula. Likewise, a retired population has a much lower earning capacity.

	Per Capita Personal Income						Percent Change	
	1997	1998	1999	2000	2001	2002	1 year	5 year
United States	\$25,334	\$26,883	\$27,939	\$29,847	\$30,527	\$30,906	1.2%	22.0%
Wisconsin	\$24,514	\$26,175	\$27,135	\$28,573	\$29,361	\$30,050	2.3%	22.6%
Non-metropolitan WI	\$20,734	\$22,195	\$22,900	\$24,059	\$24,833	\$25,484	2.6%	22.9%
Sawyer County	\$18,433	\$19,566	\$20,730	\$22,200	\$23,168	\$24,288	4.8%	31.8%
In current dollars (adjusted to U.S. CPI-U)								
United States	\$28,397	\$29,670	\$30,170	\$31,181	\$31,010	\$30,906	-0.3%	8.8%
Wisconsin	\$27,478	\$28,889	\$29,301	\$29,850	\$29,825	\$30,050	0.8%	9.4%
Non-metropolitan WI	\$23,240	\$24,497	\$24,728	\$25,135	\$25,226	\$25,484	1.0%	9.7%
Sawyer County	\$20,661	\$21,595	\$22,385	\$23,193	\$23,534	\$24,288	3.2%	17.6%

Source: U.S. Dept. of Commerce, Bureau of Economic Analysis, May 2004



Source: U.S. Department of Commerce, Bureau of Economic Analysis, Regional Economic Information System, May 2004

The county workforce profiles are produced annually by the Office of Economic Advisors in the Wisconsin Department of Workforce Development. The author of this profile and regional contact for additional labor market information is:

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**Metropolitan Statistical Area (MSA)** - A single county or group of counties that include at least one urbanized area with a minimum population of 50,000. Multiple-county MSAs have a central county or counties, which have a high degree of social and economic integration with the other member counties as measured by commuting data.

**Non-metropolitan county** - Any county that is not a member of a metropolitan statistical area.

**Net Migration** - One of two components of population change. It is the net result of individuals who either moved into or out of an area.

**Natural Change** - One of two components of population change. It is the result of the number of births minus the number of deaths in an area over a period of time. A natural increase indicates there were more births than deaths. A natural decrease indicates there were more deaths than births.

**Fertility rate** - Number of live births per 1,000 women aged 15-44 years.

**Employed** - Persons 16 years of age or older, who worked as paid employees, or worked in their own business, profession or farm, or worked 15 hours or more as unpaid workers in a family-operated enterprise. Includes those temporarily absent from their jobs due to illness, bad weather, vacation, childcare problems, labor dispute, maternity or paternity leave, or other family or personal obligations.

**Unemployed** - Persons 16 years of age or older with no employment, who were available for work and made efforts to find employment sometime during the previous 4-week period ending with the monthly reference week. Persons who were awaiting recall to a job did not need to look for work to be classified as unemployed.

**Labor Force** - The sum of the employed and unemployed, whom are at least 16 years of age and older.

**Unemployment Rate** - The number of unemployed divided by the labor force. It is expressed as a percentage of the labor force.

**Labor Force Participation Rate (LFPR)** - The labor force divided by the total population aged 16 years and older. It is expressed as a percentage of the population aged 16 years and older.

**Suppressed** - Data is withheld or suppressed if it does not meet certain criteria. If an industry in a county has fewer than three employers or if a single employer employs 80% or more that industry's total employment in that county then the data are suppressed. These criteria were established to maintain the confidential reporting of payroll and employment by employers.

**Total Personal Income** - The aggregate income of an area received by all persons from all sources. It is calculated as the sum of wage and salary disbursements (less contributions for government social insurance), supplements to wages and salaries, proprietors' income with inventory valuation and capital consumption adjustments, rental income of persons with capital consumption adjustment, personal dividend income, personal interest income, and personal current transfer receipts that include retirement and veteran's benefits, government paid medical reimbursements, and income maintenance program payments.

**Per Capita Personal Income (PCPI)** - Total personal income divided by the total population.

**Current Dollars** - Phrase used to express historical dollar values in terms of their current purchasing power via inflation adjustment.

**CPI-U** - Consumer Price Index for all urban consumers, the most commonly used measure of inflation in the United States.